

Annexure - A

No. 17168 111/3-21/75 L.L.H.
Government of Madhya Pradesh
Labour, Employment & Housing Department.
-101-

RESOLUTION

The 9th September, 1975.

Subj- Compulsory notification of vacancies and recruitment through Employment Exchange, special procedure to provide rehabilitation assistance to the families of employees who suffer permanently incapacitation or death while in service.

The State Government in their Resolution No. 19479-L.L.H., dated the 19th November, 1975 have issued instructions laying down the procedure to be followed by Government Departments, Local Bodies, Quasi Government agencies, Statutory Bodies, Public Sector Enterprises and all Private Sector Establishments employing more than 1000 persons, in the matter of personnel recruitment. The basic policy underlying those instructions is that all vacancies, except those specifically excluded, are required not only to be notified to the Employment Exchange, but are also to be filled up from among candidates sponsored by the Exchange unless the latter furnishes a non-availability certificate.

In industrial establishments a practice is ordinarily followed that in the case of premature death or permanent incapacitation of an employee for purposes of service, due to accident or otherwise, employment is given on a preferential basis to a member of the family in distress. Similar contingencies arise in Government offices also. The practice of providing employment as a measure of rehabilitation assistance to the family of a deceased or permanently disabled employee is a salutary one, and Government desire that such practice should increasingly be followed by all employing agencies. Since provision of employment on a preferential basis in such circumstances requires relaxation of the Employment Exchange procedure laid down in the Resolution referred to above, Government have been pleased to direct that the following special procedure should be followed in the matter of providing rehabilitation assistance.

Notwithstanding the instructions contained in Resolution No. 19479-L.L.H., dated the 19th November, 1975 appointing authorities would be competent to give employment to a member of the family of a deceased or permanently disabled employee who suffers such disability while in the service of the employer in question, irrespective of whether the name of the candidate is sponsored by the Employment Exchange. Notification of vacancies required under the Employment Exchanges (C.N.V) Act being mandatory, the establishment concerned is not absolved of the responsibility to notify to the Employment Exchange the occurrence of the vacancies. But at the time of notifying such vacancies the employer should clearly mention that since the vacancy

4

is proposed to be filled by a member of the family of a deceased/
permanently disabled employee whose disability occurred while in service,
sponsoring-action by the Employment Exchange is not necessary.

Order :- Ordered that this Resolution be published in an
extraordinary issue of the Orissa Gazette for
General information.

S. Kanungo
Secretary to Government.